

Washington State Criminal Justice Training Commission
JRA Academy

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PROFESSIONALISM



LEARNING OBJECTIVES

- Define Professional, Professionalism, Standards, Code and Characteristics.
- Prioritize characteristics of professional conduct.
- Identify personal and professional benefits/costs of professional behavior.

LEARNING OBJECTIVES

- Identify roadblocks within agencies that inhibit professional conduct.
- Apply strategies to overcome personal roadblocks to professionalism.
- Provide critical feedback to peers.

LEARNING OBJECTIVES

- Identify un-professional conduct within a “behavior continuum” as described by the instructor.
- List physical, social, intellectual, and emotional characteristics of a professional.

Webster's Definitions:

Professionalism: Professional status, methods, character or standards.

Code: A comprehensive and systematically arranged collection of laws.

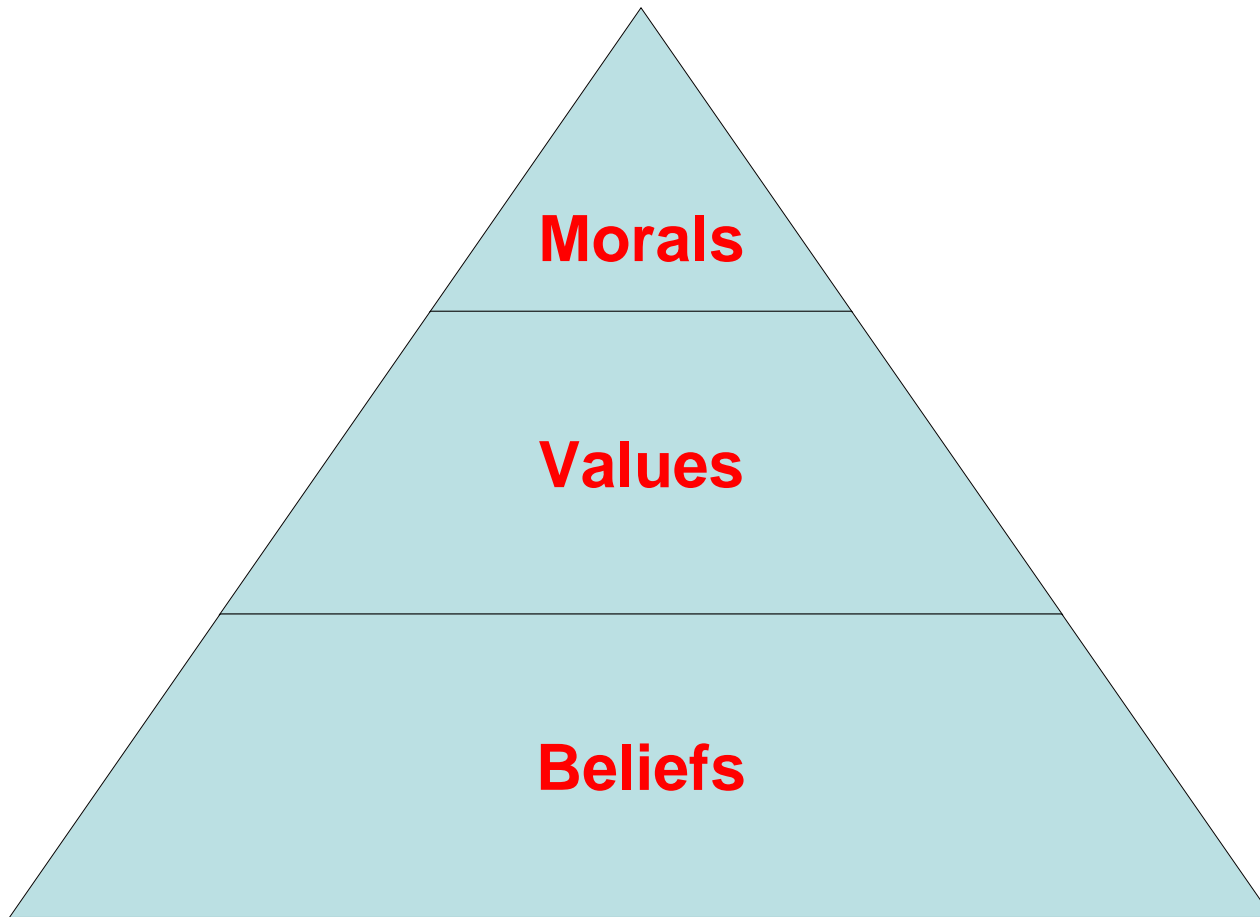
Standard: *An accepted measure of comparison for quantitative or qualitative value.*

CASE STUDIES

- Personal reaction: Is this real? Does this stuff happen at your agency?
- What are the important issues?

CODE OF CONDUCT

- A Professional...adheres to a standard.
- ***ACA Code of Ethics.***
- The Ten Commandments- The Golden Rule; "Do Unto Others."
- You are a Professional



Ethics

Professionalism Foundation

FOUNDATION FOR PROFESSIONALISM

- **VALUE**: WORTH, USEFULNESS
- **MORAL**: STANDARD, RIGHT/WRONG
- **BELIEF**: PERSONAL BELIEF IN SOMETHING
- **ETHICS**: SYSTEM OF MORAL PRINCIPLES GOVERNING APPROPRIATE INDIVIDUAL/GROUP CONDUCT

Being Moral- Driven and EthicsBased

UMBRELLA OF AUTHORITY and LIMITS OF AGENCY LIABILITY

- ◆ THE PEOPLE
- ◆ ***THE CONSTITUTION STATE/LOCAL LAWS***
- ◆ THE COURTS
- ◆ ***POLICIES AND PROCEDURES***
- ◆ DEPARTMENT ADMINISTRATION



Liability

family

Policy and Procedures

Shift
Assignment

Coworkers

Ethics

Ability

Agency
Culture

Personalities

Administration

Are you mentally prepared for work?

Population

Professionalism

Equipment and Facility

Environmental factors

PROFESSIONAL DEVELOPMENT

- Utilize all training resources available to you.
- Keep current with new information, laws, policies and procedures.
- Maintain *ethical* and *moral* behavior on and off the job.

ROADBLOCKS TO PROFESSIONALISM

- Identify the top five you see at work.
- What are the similarities and differences in your agencies?
- ***Every Roadblock effects agency culture.***

PERSONAL RESPONSIBILITY

- **Q:** How would you know if you were putting up a ROADBLOCK and not meeting professional standards?
- **A:** Through constructive criticism and ownership.

PERSONAL RESPONSIBILITY

- Self-assessment is the Key!
- Giving and receiving constructive criticism achieves accurate self-assessment.

Response Statements

- I Think.....
- I Feel.....
- I Believe.....

The Performance Blocker

- **Q:** Why can't we always be at our best?
- **A:** Personal issues.
- Home life effects work!
- Maintain appropriate personal focus; Separation and Dedication.

CHARACTERISTICS

- *Physical*
- Social
- *Intellectual*
- Emotional

SUMMARY

- You have been provided a means for you to explore and dedicate yourself to a high standard.
- Obstacles may get in your way.
- **You *CONTROL* You.**

CONCLUSION

- The main concepts will be explored throughout the academy.
 - The idea of how you look as having an influence on inmate behavior.
 - **Being Fair, Firm and Consistent.**